

Commission on Equal Opportunity and Diversity  
Full Committee Meeting  
10:30 AM, Monday, September 17, 2018  
GLC (Graduate Life Center) Room B

Present: Kimberley Homer (chair), Marcy Schnitzer, Menah Pratt-Clarke, Sara Leftwich, Ellen Banks for Bryan Garey, Lia Kelinsky-Jones for David Clubb, Renée Byrd for Kelly Oaks, Anthony Scott, Pamela Vickers, Abby Whittington for Julia Ross, Polly Middleton, Maia Greene-Havas, Khaled Hassouna, Deyu Hu, Maria del Carmen Caña Jimenez, John Gray Williams, Mae Hey, Christine Tysor, Chris McCullough

Absent: Yolanda Avent (with notice), Tracy Newton, Rosemary Goss, Ellington Graves, Christa Miller (with notice), Elizabeth Spingola (with notice)

The meeting commenced at 10:30 AM with introductions by all present. Kimberley described the CEOD's place in University governance and the need for allowing ample time to get resolutions enacted. Dr. Pratt-Clarke distributed a flyer on InclusiveVT Spring and Summer programs conducted in 2018, and the resulting progress in inclusion and diversity goals.

Kimberley noted the recognition of Virginia Tech as a Diversity Champion in that morning's [VT News](#). She then referred to a Washington Post [opinion piece](#) by George Will in which he describes persons who benefit from diversity and inclusion "eggshell plaintiffs," people who make a cult of fragility — being "triggered" (i.e., traumatized) by this or that idea or speech.' This led to a lively and informative discussion among CEOD members about our charge, and how it resonates with the work we each are doing. Action items which emerged from the discussion were to work on recognition of Indigenous Peoples' Day; work on providing information on caucuses and alliances for new employees and students; work on promoting the International Street Fair in its new format; and work on recognition for the service work done by commissions and committees, without which we would make little progress.

Discussion of CEOD workgroups and a presentation on the Strategic Plan by Erin McCann have been postponed until the October meeting.

The meeting adjourned at 11:55 AM.

Next meeting: October 8th, 2018, at 10:30 AM in GLC Room B